

## ***Northeast Area Community Policing Council 2023 Annual Report***

### **Purpose**

Our council strives to promote and maintain positive, respectful, supportive, and cooperative interactions to strengthen the trust between Community and APD.

**2023 CPC Members:** Members of NE Community Policing Council for 2023: Troy Taylor, Cassandra Morrison, Kenneth Armijo, William Orr, Richard Lujan, Douglas Vigil, Vivek Gulati, Joseph Farrell, Stephanie Poole, Le Ette Lawrence, and Vicki Williams.

Co- Chairs: Rotating chairs were tried during the year to involve all CPC members and share the chair work schedule throughout the year. This provided to decrease involvement and chair and co-chair were reinstated in November of 2023.

Vice Chair: None

Secretary: Kenneth Armijo, Mr. Armijo resigned in June 2023, and no secretary was appointed after

Resignations during 2023: Troy Taylor, Kenneth Armijo, Vivek Gulati, Stephanie Poole, Le Ette Lawrence

### **Diversity Statistics of Members**

**These numbers reflect the members throughout 2022.**

***Gender:***

Male	7
Female	4

***Race:***

African American/Black	2
Hispanic	3
Hispanic/White	2
Caucasian	3
Asian American	1
Native American/White	0
Native American/Alaska Native	0
Native American/ Pacific Islander	0

**Age (in years):**

18-24	0
25-34	1
35-44	4
45-54	2
55-64	1
65 +	3

**Education:**

14 years	1
16 years	5
18 years	2
18 years +	3

**Language:**

English	8
Bilingual (English/Spanish)	2
Other	1

**CPC Public Meetings**

Month	Topic and/or Guest Speaker	Attendance
March Zoom	Chris Sylvan Public Safety Oversight Liaison CPOA discussion and role of CPOA  Daniella Silva APD Community Engagement Manager, why community engagement is important.  APD Statistics	11 In Person, and 10 online
June Zoom	APD Commander Jason Sanchez Compliance and Oversight included Internal Affairs presentation discussion about CASA Compliance Discussion of IMR-17	17 in person attendance and 10 members online

	Internal Affairs Force Division Deputy Commander Adam Anaya Discussion of Internal Affairs operation and CASA compliance  APD Statistics	
September Zoom meeting	Peter Deputy Chief Joshua Brown Field Services Department Outreach and upcoming events such as State Fair and Balloon Fiesta presents and officers patrols. Use Of Force briefing, technology upgrades, hew hire officers, and officer wellness  APD Statistics	17 members of the public attended, plus 14 members online .
November	Officer and Staff Gift Bag Appreciation	5 CPC members and 4 officer and staff shifts in attendance
December Holiday Social In-person	Holiday Potluck and Meeting  Retirement of Vicki Williams and Cassandra Morrison  Rick Lujan and Willie Orr take chair in January 2024 with monthly meetings.  Kathleen Mosley and Detective Coty Maxwell Red Flag Law in New Mexico discussion on gun laws and Red Flag mental health interaction.  Introduction of new NE Commander, Ryan Nelson	14 members of the public attending in public and 14 members online

### **Community Outreach, CASA Meetings, and Community Events**

<b>Meeting Topic or Type</b>	<b>Number of Meetings</b>	<b>Members in Attendance</b>
CASA Status Hearing	2	2
CASA Status Conference	2	4

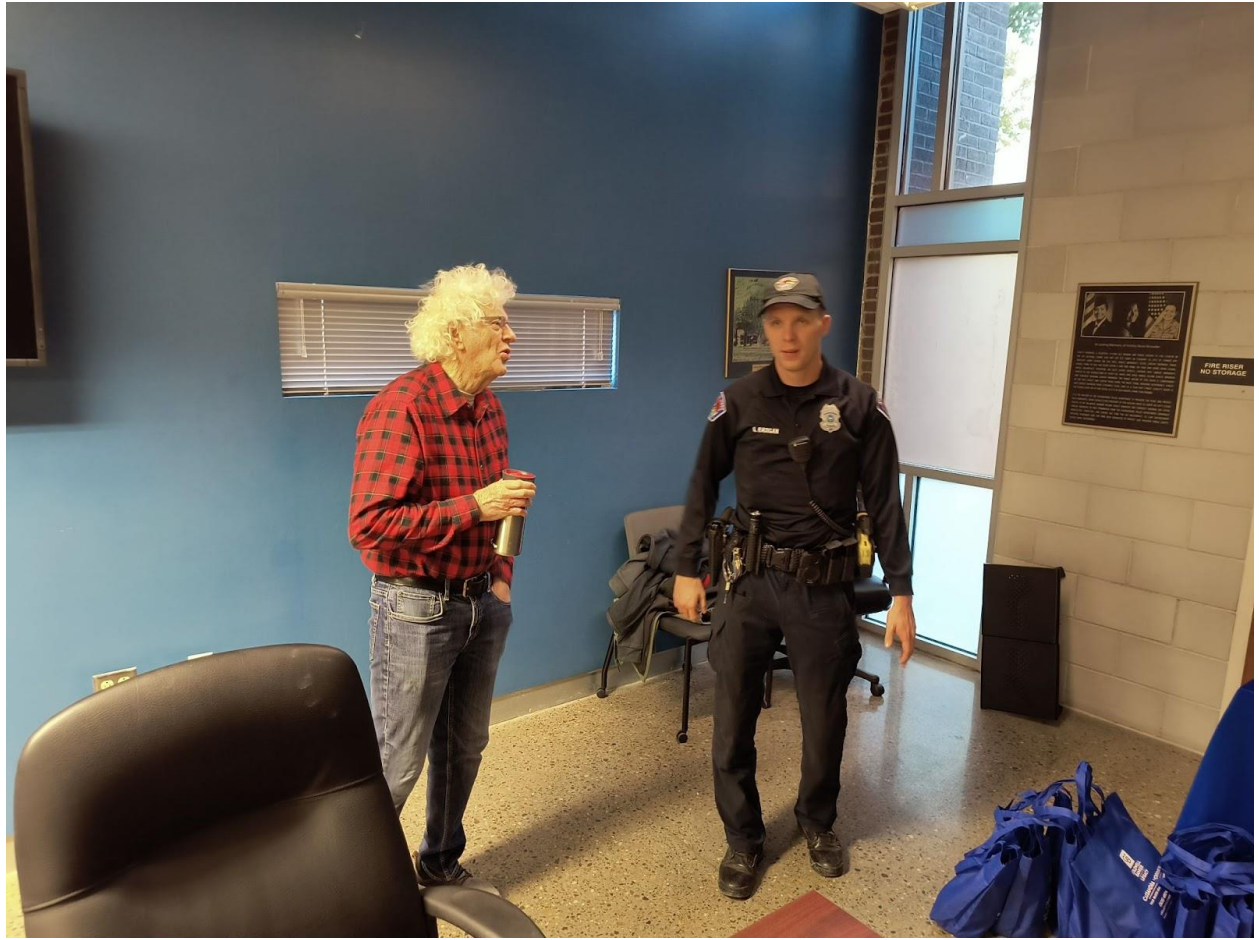
Meeting with Mayor Keller, Chief Medina and Reform Superintendent Garcia	1	2
Meeting with APD Leadership – Commander Otzenberger	2	3
Officer Appreciation Gift Bag	1	5
Neighborhood Association Meetings	9	2
CPC Appreciation Dinner	1	1
NE Area Command CPC Public Meetings	11	There was at least a quorum for all NE CPC Public meetings, with typically only one member not in attendance

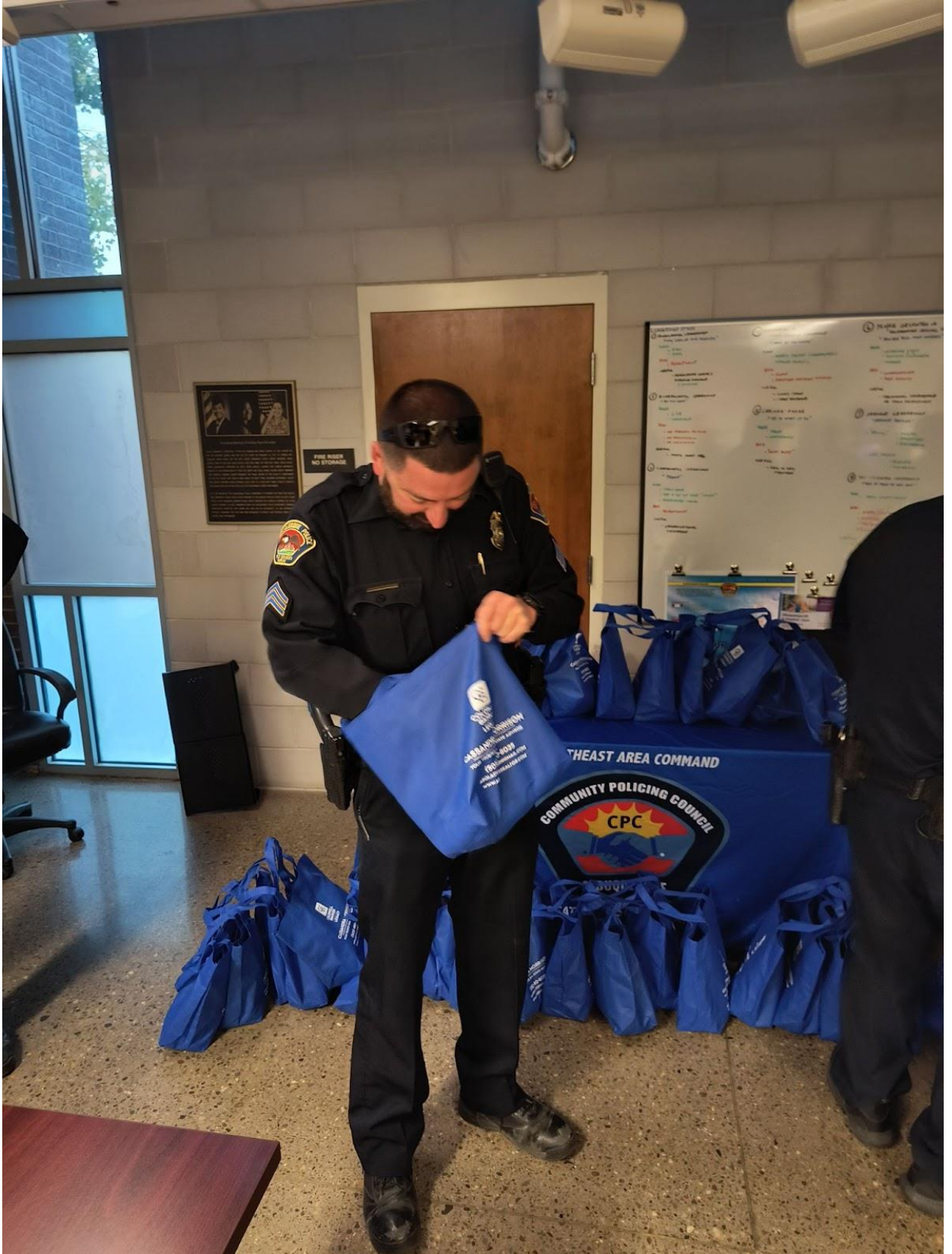
## **NE CPC Council Members Efforts, Achievements, Community Engagement**

Our annual officer appreciation event was held in November with several shifts of the Northeast sector in attendance. This year, the officers and support staff were giving a gift bag of donated items collected by the NE CPC members. This is an annual event that is high anticipated by both the officers and members of the CPC. This gives us all the chance to mingle, chat, and talk directly to the patrol members and command.

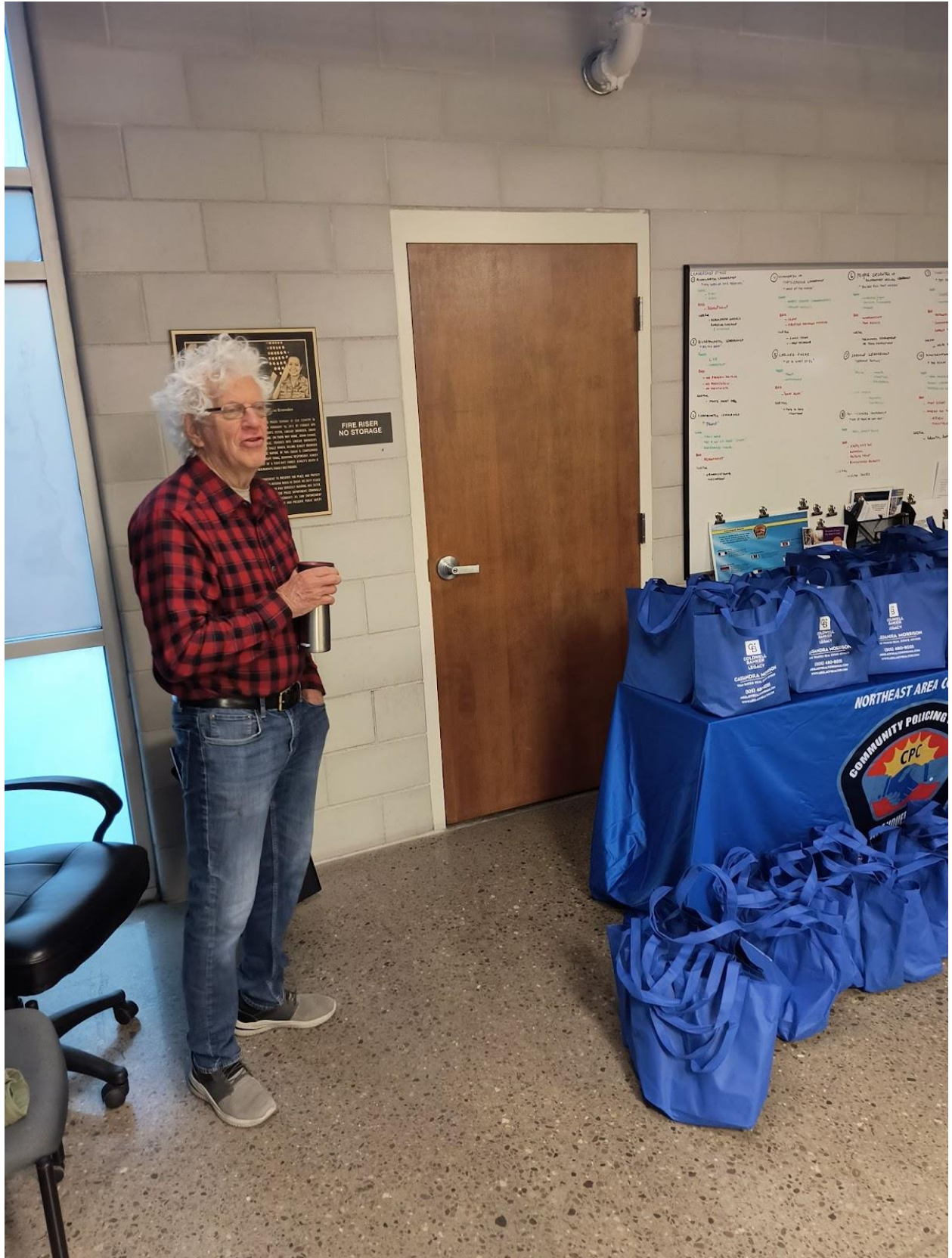
The NE CPC December meeting was held jointly with a potluck meal for the officers on patrol and command and support staff. Our traditional red chili stew again was well received after located the tamale pot from last years (the officers took the leftovers back to the station!). It was a very good get-together, with Commander Otzenberger, attending in one of her last meetings with NE CPC, before her announced retirement from APD.

November 2023, Officer and Staff Gift Bag Appreciation at Northeast Sector Command Station.











Kenneth Armijo and the NE CPC were involved in a well-attended (over 700 students and family members) Family Science Night at Jefferson Middle School, (**Noche de Ciencias**) in April 2023, where he and 23 other STEM companies and Law Enforcement Agencies (e.g. APD Bomb Squad, APD Forensics, APD Rio Grande River Unit with Fan Boat, BCSO Bomb Squad, FBI and State Police Helicopter Unit) put on Law Enforcement – STEM related activities for elementary and middle schools students and their parents. NE CPC members demo started electrical circuit kits, engaged with younger students and family, and meet with prospective members to answer question on community policing and CPC membership.









First Responders Explora Science Day June 24, 2023



NORTHEAST AREA COMMAND  
COMMUNITY POLICING COUNCIL  
CPC  
ALBUQUERQUE  
CREATING POSITIVE CHANGE

Sandia National Laboratories

HISPANO PHILANTHROPIC SOCIETY  
United Way  
The Hispanic Philanthropic Society promotes Hispanic leadership in philanthropy through recognition, engagement, and development of Hispanic talent to advance cultural prosperity in our community.  
GIVE, GIVE













## **Challenges**

We lost a good majority of the community visitors to the meetings, due to the quarterly meeting schedule agreed on by the council. This was to help share the workload done by the previous chairs, and to involve the other council members in extra activities. Due to work schedules and family matters, some members were not able to meet the challenge, the attendance and interest did decline, and we lost a member before attending a general meeting. It was agreed upon to go back to the month meetings and return to the live and hybrid general meetings to invoke attendance. Rick Lujan and Willie Orr agreed to become annual chairs for the next year, and officially took the chair in January 2024. We already see attendance from the public rising, and the new format of community questions and engagement is very promising.

Council membership also took a hit in attendance and involvement. This was attributed to the quarterly meetings and lack of training in the chair position and the role of a activity engaged council member. Some took the challenge as too hard, too my stress, or did not want to fully commit to community. The current membership understands the challenge and are tasked regularly with questions to the general meeting, writing articles, and was given a question at the beginning of the year; give 5 goals, 2 beings stretch goals, what to y6ou want out of the CPC and relationship with APD and the community. This has proven to be extremely thought and community immersive, getting very good results in out public meetings.

## Submitted Recommendations

**Title of Recommendation:** Creation of APD Employee Resource Groups (ERGs)

**Recommendation:** The NE CPC would like to recommend the creation of Employee Resource Groups (ERGs). These would be led and participated by employees of varying demographics, who share a characteristic, whether it's gender, ethnicity, religious affiliation, lifestyle, or interest. More strategically these groups would initially focus on demographics which are low along varying rank levels (i.e. women, African Americans, Native Americans, LGBT, etc). These groups would exist to provide support and help in personal or career development and to create a safe space where employees can bring their whole selves to the table. Allies may also be invited to join the ERG to support their colleagues. Participants would join voluntarily, where the ERG's would be employee-led groups whose aim is to foster a diverse, inclusive workplace aligned with the organizations they serve.

**Justification for Recommendation:** The ERG's would supplement the current Peer Resources offered by APD, however these groups would foster improved peer support within specific demographics. The ERGs will also enable improved understanding of the challenges facing these groups, and support more strategic recruiting, and promotion along the varying ranks. Today, according to TopMBA, ERGs are found in 90% of Fortune 500 companies. Unsurprisingly, many Great Place To Work Certified<sup>TM</sup> companies, including Ernst & Young LLP, KPMG LLP, Zillow, and AT&T, as well as Government Entities, including Sandia National Laboratories, Los Alamos National Laboratories, have ERGs which has helped grow workforce minority group population levels significantly. ERGs build high-trust relationships that can help APD flourish and expand its ability to connect better with the diverse Albuquerque community that it serves. The ERG groups will foster a sense of belonging and inspire conversation, bring new ways to look at issues and drive effectiveness in law enforcement.

Strategically, the ERGs will be tasked with accomplishing the following initial goals:

1. Improving work conditions for APD historically underserved demographic APD personnel along all ranks. ERGs help marginalized groups and remote workers feel connected through a common cause or interest.
2. Making the physical work environment better for everyone. For example, creating nursing/lactation rooms for new mothers, gender-specific neutral restrooms and improving physical or visual accessibility for employees.
3. Bringing employees together in a safe place where conversations can flow freely and everyone can feel comfortable sharing their experiences.
4. Identifying and developing leaders in the making. ERG leaders can help identify emerging talent that might otherwise go overlooked due to unconscious bias. Participants can find new opportunities to connect with mentors and supportive colleagues across business units. This could also include demographic-specific recognition event celebrations.
5. Tackling company-wide challenges. ERGs designed to address a specific topic or issue can help keep leaders in the know about issues or wins that are top of mind for the group members.

6. Lowering the chance of suppressed frustrations. ERGs can help surface an issue that might be too risky for an individual to share alone. This can help address problems quickly and alleviate toxic environments.

Effective APD ERGs will be both top-down and bottom-up. First, the executive management team within APD will need to fully support, endorse (and possibly provide programmatic funds) for any ERG. One ERG best practice will be to ensure that each ERG has a senior leader as their executive sponsor and full participant. High performing and effective ERGs traditionally can have up to 2-3 executives that support them to reach their mission and goals. After the respective ERGs receive executive sponsorship, invitations will need to be distributed to all employees to participate in ERGs, either as a member of the specific group or as an ally.

Best Regards,  
-Kenneth

### **Future possible recommendations**

Inclusion of mandatory gun locks, trigger guards, and lock boxes for future firearm purchases in city of Albuquerque limits as a new city ordinance. Gun safety and storage to be lead and taught by APD and other law enforcement agencies, aimed at under 19 years olds in schools systems and in public outreach events.

## **NE CPC 2023 – Moving Forward**

### *Last year's goal*

*The NE Community Policing Council had a notable executive board meeting on January 7, 2023. The Council members voted to have QUARTERLY Public Meetings going forward. These meetings will be hybrid, meaning the community can join via a Zoom link or attend in person at North Domingo Baca Multigenerational Center. We also voted to make changes to our Board Structure. We will be going to a Rotating Chairs Schedule where each council member will take turns being Co-Chairs. There will be a staggered overlap of chairs to ensure continuity between action items and attendance at the regular Council of Chairs meetings and other high-level CPC meetings.*

As discussed earlier, this proved not to improve the structure or involvement of the council members, mostly due to the lack of training and guidance from Lessons Learned from other experienced council members. A feeling of lost in the weeds caused on new council member to resign, while another had a job change and shift change while working at Metropolitan Detection Center (MDC) the Albuquerque jail complex as a counselor. This was a large lost in mental health insight for the group and inmate and “the other side” views. We hope she may return once her job settles.

Other challenges are recruitment of new members to the council. We did have several interviewees that actually backed out of a scheduled interview or would not schedule an interview after submitting a questionnaire. We see this as a possible trust issue to the current sate of affairs of APD, and some media

enhancement of this situation. This does make our focus difficult, to say the least. We agree to stay on the positive, and with the help of Commander Nelson, stay on the positive of a job well done, and not to diminish the negative, but refocus the focus upon it. We will engage the neighborhood associations, retired police officers, District Coalition meetings, and other public venues to meet with us and APD staff and officers to move forward and through these trouble times. We will not dismiss or lose focus there is an ongoing problem, but work together to solve this and future challenges.

Current focus and goals again as stated last year.

1. Continue to educate the Community on APD successes, challenges, and operations at public meetings and community outreach events.
2. Listen to the community regarding their concerns about public safety, crime rates, specific incidents impacting their safety, and submit recommendations that reflect these concerns.
3. Submit recommendations that will enable a culture of trust between the Community and APD.